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(Original Signature of Member)

112TH CONGRESS  
1ST SESSION

**H. R.** \_\_\_\_\_

To amend the Civil Rights Act of 1964 to prohibit discrimination on the  
basis of unemployment status.

\_\_\_\_\_  
IN THE HOUSE OF REPRESENTATIVES

Mr. JOHNSON of Georgia (for himself and \_\_\_\_\_) introduced the following bill;  
which was referred to the Committee on \_\_\_\_\_

\_\_\_\_\_  
**A BILL**

To amend the Civil Rights Act of 1964 to prohibit  
discrimination on the basis of unemployment status.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Fair Employment Act  
5       of 2011”.

6       **SEC. 2. AMENDMENTS.**

7       Title VII of the Civil Rights Act of 1964 (42 U.S.C.  
8       2000e-1, et seq.) is amended—

1           (1) in section 701 by adding at the end the fol-  
2       lowing:

3       “(o) The term ‘unemployment status’ means being  
4 unemployed, having actively looked for employment during  
5 the then most recent 4-week period, and currently being  
6 available for employment.”,

7           (2) in section 703—

8           (A) in the heading by striking “OR NA-  
9       TIONAL ORIGIN” and inserting “NATIONAL ORI-  
10       GIN, OR UNEMPLOYMENT STATUS”, and

11          (B) by striking “or national origin” each  
12       place it appears and inserting “national origin,  
13       or unemployment status”,

14          (3) in section 704(b) by striking “or national  
15       origin” each place it appears and inserting “national  
16       origin, or unemployment status”,

17          (4) in section 706(g)(2) by striking “or national  
18       origin” and inserting “national origin, or unemploy-  
19       ment status”, and

20          (5) in section 717 by striking “or national ori-  
21       gin” and inserting “national origin, or unemploy-  
22       ment status”.